



General Assembly

January Session, 2023

Raised Bill No. 6884

LCO No. 5761



Referred to Committee on EDUCATION

Introduced by:
(ED)

***AN ACT CONCERNING THE RECRUITMENT, RETENTION AND
ENHANCEMENT OF THE TEACHING PROFESSION.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective July 1, 2023*) Any collective bargaining
2 agreement entered into, amended or extended on and after July 1, 2023,
3 between a local or regional board of education and the representatives
4 of the exclusive bargaining unit for certified employees, chosen
5 pursuant to section 10-153b of the general statutes, shall establish a
6 minimum salary for teachers that is at least four times the federal
7 poverty level for one person as of July 1, 2023, as determined by the
8 United States Department of Health and Human Services.

9 Sec. 2. (NEW) (*Effective July 1, 2023*) (a) For taxable years commencing
10 on or after January 1, 2023, there shall be allowed a credit against the
11 personal income tax imposed under chapter 229 of the general statutes
12 for individuals who (1) are employed by a local or regional board of
13 education in this state, and (2) hold an initial educator certificate or a
14 provisional educator certificate issued by the State Board of Education
15 under chapter 166 of the general statutes. Such credit shall be in the

16 amount of five hundred dollars and may be claimed while such
17 individual meets the requirements under subdivisions (1) and (2) of this
18 subsection in each taxable year.

19 (b) If the amount of the credit allowed pursuant to subsection (a) of
20 this section exceeds the individual's liability for the personal income tax
21 imposed under chapter 229 of the general statutes, the Commissioner of
22 Revenue Services shall treat such excess as an overpayment and, except
23 as provided under section 12-739 or 12-742 of the general statutes, shall
24 refund the amount of such excess, without interest, to the individual.

25 (c) Any individual claiming a credit under subsection (a) of this
26 section shall provide any documentation required by the Commissioner
27 of Revenue Services in a form and manner prescribed by said
28 commissioner.

29 Sec. 3. Section 10-183g of the general statutes is amended by adding
30 subsection (t) as follows (*Effective July 1, 2023*):

31 (NEW) (t) COVID-19 service benefit enhancement. In the case of a
32 member who was employed at least fifty per cent of a full-time
33 equivalent as a teacher for the entirety of the school years commencing
34 July 1, 2019, and July 1, 2020, and who retires shall receive the following
35 enhanced multiplier for the last two years of credited service:

36 (1) If the retirement occurs on or after July 1, 2026, but before July 1,
37 2029, the multiplier for each of the final two years shall be increased
38 above the applicable percentage by twenty-five per cent;

39 (2) If the retirement occurs on or after July 1, 2029, but before July 1,
40 2032, the multiplier for each of the final two years shall be increased
41 above the applicable percentage by fifty per cent;

42 (3) If the retirement occurs on or after July 1, 2032, but before July 1,
43 2035, the multiplier for the final two years shall be increased above the
44 applicable percentage by one hundred fifty per cent; and

45 (4) If the retirement occurs on or after July 1, 2035, the multiplier for

46 the final two years shall be increased above the applicable percentage
47 by two hundred per cent.

48 Sec. 4. (*Effective from passage*) On and after July 1, 2025, the
49 Department of Education shall cease state-wide implementation of the
50 preservice performance assessment, edTPA, as adopted by the State
51 Board of Education on December 7, 2016.

52 Sec. 5. (NEW) (*Effective July 1, 2023*) (a) Not later than January 1, 2025,
53 the Commissioner of Education, the president of the Connecticut State
54 Colleges and Universities and the dean of the Neag School of Education
55 at The University of Connecticut shall jointly develop a preservice
56 performance assessment to be implemented in teacher preparation
57 programs, as defined in section 10-10a of the general statutes, as
58 amended by this act, offered at public institutions of higher education
59 in the state. Such preservice performance assessment shall be developed
60 with consideration given to (1) the positive and negative qualities of
61 previous preservice performance assessments administered in the state,
62 (2) how such preservice performance assessment will be implemented
63 in teacher preparation programs in the state, (3) the costs associated
64 with the implementation of such preservice performance assessment by
65 institutions of higher education, (4) reducing or eliminating any costs or
66 fees charged to students enrolled in teacher preparation programs as
67 part of the implementation of such preservice performance assessment,
68 and (5) designing such preservice performance assessment to be
69 evidence-based with incorporation of best practices.

70 (b) Not later than January 1, 2025, the Commissioner of Education
71 shall submit a report on the preservice performance assessment
72 developed under this section to the joint standing committee of the
73 General Assembly having cognizance of matters relating to education,
74 in accordance with the provisions of section 11-4a of the general statutes.

75 Sec. 6. (NEW) (*Effective July 1, 2023*) On and after July 1, 2025, each
76 teacher preparation program, as defined in section 10-10a of the general
77 statutes, as amended by this act, offered at an institution of higher

78 education in the state, shall administer the preservice performance
79 assessment developed pursuant to section 5 of this act.

80 Sec. 7. Subsection (d) of section 10-151 of the general statutes is
81 repealed and the following is substituted in lieu thereof (*Effective July 1,*
82 *2023*):

83 (d) The contract of employment of a teacher who has attained tenure
84 shall be continued from school year to school year, except that it may be
85 terminated at any time for one or more of the following reasons: (1)
86 Inefficiency, incompetence or ineffectiveness, provided, if a teacher is
87 notified on or after July 1, 2014, that termination is under consideration
88 due to incompetence or ineffectiveness, the determination of
89 incompetence or ineffectiveness is based on evaluation of the teacher
90 using teacher evaluation guidelines established pursuant to section 10-
91 151b; (2) insubordination against reasonable rules of the board of
92 education; (3) moral misconduct; (4) disability, as shown by competent
93 medical evidence; (5) elimination of the position to which the teacher
94 was appointed or loss of a position to another teacher, if no other
95 position exists to which such teacher may be appointed if qualified,
96 provided such teacher, if qualified, shall be appointed to a position held
97 by a teacher who has not attained tenure, and provided further that
98 determination of the individual contract or contracts of employment to
99 be terminated shall be made in accordance with either (A) a provision
100 for a layoff procedure agreed upon by the board of education and the
101 exclusive employees' representative organization, or (B) in the absence
102 of such agreement, a written policy of the board of education; or (6)
103 other [due and sufficient] just cause. Nothing in this section or in any
104 other section of the general statutes or of any special act shall preclude
105 a board of education from making an agreement with an exclusive
106 bargaining representative which contains a recall provision. Prior to
107 terminating a contract, the superintendent shall give the teacher
108 concerned a written notice that termination of such teacher's contract is
109 under consideration and give such teacher a statement of the reasons for
110 such consideration of termination. Not later than ten calendar days after
111 receipt of written notice by the superintendent that contract termination

112 is under consideration, such teacher may file with the local or regional
113 board of education a written request for a hearing. [A board of
114 education may designate a subcommittee of three or more board
115 members to conduct hearings and submit written findings and
116 recommendations to the board for final disposition in the case of
117 teachers whose contracts are terminated.] Such hearing shall commence
118 not later than fifteen calendar days after receipt of such request, unless
119 the parties mutually agree to an extension, not to exceed fifteen calendar
120 days [(A) before the board of education or a subcommittee of the board,
121 or (B) if indicated in such request or if designated by the board] before
122 an impartial hearing officer chosen by the teacher and the
123 superintendent. If the parties are unable to agree upon the choice of a
124 hearing officer not later than five calendar days after the decision to use
125 a hearing officer, the hearing officer shall be selected with the assistance
126 of the American Arbitration Association using its expedited selection
127 process and in accordance with its rules for selection of a neutral
128 arbitrator in grievance arbitration. If the hearing officer is not selected
129 with the assistance of such association after five days, the hearing shall
130 be held before the board of education or a subcommittee of the board.
131 When the reason for termination is incompetence or ineffectiveness, the
132 hearing shall [(i)] (A) address the question of whether the performance
133 evaluation ratings of the teacher were determined in good faith in
134 accordance with the program adopted by the local or regional board of
135 education pursuant to section 10-151b and were reasonable in light of
136 the evidence presented, and [(ii)] (B) be limited to twelve total hours of
137 evidence and testimony, with each side allowed not more than six hours
138 to present evidence and testimony except the board, subcommittee of
139 the board or impartial hearing officer may extend the time period for
140 evidence and testimony at the hearing when good cause is shown. Not
141 later than forty-five calendar days after receipt of the request for a
142 hearing, the [subcommittee of the board or] hearing officer, unless the
143 parties mutually agree to an extension not to exceed fifteen calendar
144 days, shall [submit written findings and a recommendation to the board
145 of education as to the disposition of the charges against the teacher and
146 shall send a copy of such findings and recommendation to the teacher.

147 The board of education shall give the teacher concerned its written
148 decision not later than fifteen calendar days after receipt of the written
149 recommendation of the subcommittee or hearing officer] render to the
150 board of education and the teacher, a written disposition that shall be
151 binding on the parties. Each party shall share equally the fee of the
152 hearing officer and all other costs incidental to the hearing. [If the
153 hearing is before the board of education, the board shall render its
154 decision not later than fifteen calendar days after the close of such
155 hearing and shall send a copy of its decision to the teacher.] The hearing
156 shall be public if the teacher so requests, [or the board, subcommittee or
157 hearing officer so designates.] The teacher concerned shall have the right
158 to appear with counsel at the hearing, whether public or private. [A
159 copy of a transcript of the proceedings of the hearing shall be furnished
160 by the board of education, upon written request by the teacher within
161 fifteen days after the board's decision, provided the teacher shall assume
162 the cost of any such copy.] Nothing herein contained shall deprive a
163 board of education or superintendent of the power to suspend a teacher
164 from duty immediately when serious misconduct is charged without
165 prejudice to the rights of the teacher as otherwise provided in this
166 section.

167 Sec. 8. Section 10-153f of the general statutes is repealed and the
168 following is substituted in lieu thereof (*Effective July 1, 2023*):

169 [(a) There shall be in the Department of Education an arbitration
170 panel of not less than twenty-four or more than twenty-nine persons to
171 serve as provided in subsection (c) of this section. The Governor shall
172 appoint the members of such panel, with the advice and consent of the
173 General Assembly, as follows: (1) Seven members who are
174 representative of the interests of local and regional boards of education
175 and selected from lists of names submitted by such boards; (2) seven
176 members who are representative of the interests of exclusive bargaining
177 representatives of certified employees and selected from lists of names
178 submitted by such bargaining representatives; and (3) not less than ten
179 or more than fifteen members who are impartial representatives of the
180 interests of the public in general, residents of the state of Connecticut,

181 experienced in public sector collective bargaining interest impasse
182 resolution and selected from lists of names submitted by the State Board
183 of Education. The lists of names submitted to the Governor pursuant to
184 subdivisions (1) to (3), inclusive, of this subsection shall, in addition to
185 complying with the provisions of section 4-9b, include a report from the
186 State Board of Education certifying that the process conducted for
187 soliciting applicants made adequate outreach to minority communities
188 and documenting that the number and make-up of minority applicants
189 considered reflect the state's racial and ethnic diversity. Each member of
190 the panel serving on or appointed after January 1, 2016, shall serve a
191 term of four years, except that each arbitrator shall hold office until a
192 successor is appointed and any arbitrator not reappointed shall finish to
193 conclusion any arbitration for which such arbitrator has been selected
194 or appointed. Arbitrators may be removed for good cause. If any
195 vacancy occurs in such panel, the Governor shall act within forty days
196 to fill such vacancy in the manner provided in section 4-19. Persons
197 appointed to the arbitration panel shall serve without compensation but
198 each shall receive a per diem fee for any day during which such person
199 is engaged in the arbitration of a dispute pursuant to this section. The
200 parties to the dispute so arbitrated shall pay the fee in accordance with
201 subsection (c) of this section.]

202 [(b)] (a) If any local or regional board of education cannot agree with
203 the exclusive representatives of a teachers' or administrators' unit after
204 negotiation concerning the terms and conditions of employment
205 applicable to the employees in such unit, either party may submit the
206 issues to the commissioner for mediation. On the one hundred sixtieth
207 day prior to the budget submission date, the commissioner shall order
208 the parties to report their settlement. If, on such one hundred sixtieth
209 day, the parties have not reached agreement and have failed to initiate
210 mediation, the commissioner shall order the parties to notify the
211 commissioner of the name of a mutually selected mediator and to
212 commence mediation. The commissioner may order the parties to
213 appear before said commissioner during the mediation period. In either
214 case, the parties shall meet with a mediator mutually selected by them,

215 provided such parties shall inform the commissioner of the name of
216 such mediator, or with the commissioner or the commissioner's agents
217 or a mediator designated by said commissioner. Mediators shall be
218 chosen from a panel of mediators selected by the State Board of
219 Education or from outside such panel if mutually agreed by the parties.
220 Such mediators shall receive a per diem fee determined on the basis of
221 the prevailing rate for such services, and the parties shall share equally
222 in the cost of such mediation. In any civil or criminal case, any
223 proceeding preliminary thereto, or in any legislative or administrative
224 proceeding, a mediator shall not disclose any confidential
225 communication made to such mediator in the course of mediation
226 unless the party making such communication waives such privilege.
227 The parties shall provide such information as the commissioner may
228 require. The commissioner may recommend a basis for settlement but
229 such recommendations shall not be binding upon the parties. Such
230 recommendation shall be made within twenty-five days after the day on
231 which mediation begins.

232 [(c)] (1) On the fourth day next following the end of the mediation
233 session or on the one hundred thirty-fifth day prior to the budget
234 submission date, whichever is sooner, the commissioner shall order the
235 parties to report their settlement of the dispute or, if there is no
236 settlement, to notify the commissioner, [of either their agreement to
237 submit their dispute to a single arbitrator or the name of the arbitrator
238 selected by each of them. Within five days of providing such notice, the
239 parties shall notify the commissioner of the name of the arbitrator if
240 there is an agreement on a single arbitrator appointed to the panel
241 pursuant to subdivision (3) of subsection (a) of this section or agreement
242 on the third arbitrator appointed to the panel pursuant to said
243 subdivision. The commissioner may order the parties to appear before
244 said commissioner during the arbitration period. If the parties have
245 notified the commissioner of their agreement to submit their dispute to
246 a single arbitrator and they have not agreed on such arbitrator, within
247 five days after such notification, the commissioner shall select such
248 single arbitrator who shall be an impartial representative of the interests

249 of the public in general. If each party has notified the commissioner of
250 the name of the arbitrator it has selected and the parties have not agreed
251 on the third arbitrator, within five days after such notification, the
252 commissioner shall select a third arbitrator, who shall be an impartial
253 representative of the interests of the public in general. If either party fails
254 to notify the commissioner of the name of an arbitrator, the
255 commissioner shall select an arbitrator to serve and the commissioner
256 shall also select a third arbitrator who shall be an impartial
257 representative of the interests of the public in general. Any selection
258 pursuant to this section by the commissioner of an impartial arbitrator
259 shall be made at random from among the members appointed under
260 subdivision (3) of subsection (a) of this section. Arbitrators shall be
261 selected from the panel appointed pursuant to subsection (a) of this
262 section and shall receive a per diem fee determined on the basis of the
263 prevailing rate for such services. Whenever a panel of three arbitrators
264 is selected, the chairperson of such panel shall be the impartial
265 representative of the interests of the public in general.]

266 (2) The [chairperson of the arbitration panel or the single] arbitrator
267 shall set the date, time and place for a hearing to be held in the school
268 district between the fifth and twelfth day, inclusive, after such
269 [chairperson or such single] arbitrator is selected. At least five days prior
270 to such hearing, a written notice of the date, time and place of the
271 hearing shall be sent to the board of education and the representative
272 organization which are parties to the dispute. [, and, if a three-member
273 arbitration panel is selected or designated, to the other members of such
274 panel.] Such written notice shall also be sent, by registered mail, return
275 receipt requested, to the fiscal authority having budgetary responsibility
276 or charged with making appropriations for the school district, and a
277 representative designated by such body may be heard at the hearing as
278 part of the presentation and participation of the board of education. At
279 the hearing each party shall have full opportunity to submit all relevant
280 evidence, to introduce relevant documents and written material and to
281 argue on behalf of its positions. At the hearing a representative of the
282 fiscal authority having budgetary responsibility or charged with

283 making appropriations for the school district shall be heard regarding
284 the financial capability of the school district, unless such opportunity to
285 be heard is waived by the fiscal authority. The nonappearance of the
286 representative shall constitute a waiver of the opportunity to be heard
287 unless there is a showing that proper notice was not given to the fiscal
288 authority. The [chairperson of the arbitration panel or the single]
289 arbitrator shall preside over such hearing.

290 (3) The hearing may, at the discretion of the [arbitration panel or the
291 single] arbitrator, be continued but in any event shall be concluded
292 within twenty-five days after its commencement.

293 (4) After hearing all the issues, the [arbitrators or the single] arbitrator
294 shall, within twenty days, render a decision in writing, signed by [a
295 majority of the arbitrators or] the [single] arbitrator, which states in
296 detail the nature of the decision and the disposition of the issues by the
297 [arbitrators or the single] arbitrator. The written decision shall include a
298 narrative explaining the evaluation by the [arbitrators or the single]
299 arbitrator of the evidence presented for each item upon which a decision
300 was rendered by the [arbitrators or the single] arbitrator and shall state
301 with particularity the basis for the decision as to each disputed issue and
302 the manner in which the factors enumerated in this subdivision were
303 considered in arriving at such decision, including, where applicable, the
304 specific similar groups and conditions of employment presented for
305 comparison and accepted by the [arbitrators or the single] arbitrator and
306 the reason for such acceptance. The [arbitrators or the single] arbitrator
307 shall file one copy of the decision with the commissioner, each town
308 clerk in the school district involved, the legislative body or bodies of the
309 town or towns for the school district involved, or, in the case of a town
310 for which the legislative body of the town is a town meeting or
311 representative town meeting, to the board of selectmen, and the board
312 of education and organization which are parties to the dispute. The
313 decision of the [arbitrators or the single] arbitrator shall be final and
314 binding upon the parties to the dispute unless a rejection is filed in
315 accordance with subdivision (7) of this subsection. The decision of the
316 [arbitrators or the single] arbitrator shall incorporate those items of

317 agreement the parties have reached prior to its issuance. At any time
318 prior to the issuance of a decision by the [arbitrators or the single]
319 arbitrator, the parties may jointly file with the [arbitrators or the single]
320 arbitrator, any stipulations setting forth contract provisions which both
321 parties agree to accept. In arriving at a decision, the [arbitrators or the
322 single] arbitrator shall give priority to the public interest and the
323 financial capability of the town or towns in the school district, including
324 consideration of other demands on the financial capability of the town
325 or towns in the school district. In assessing the public interest, equity
326 and stability of compensation models shall be valued and there shall be
327 a rebuttable presumption that the board of education shall maintain and
328 execute any obligations created by existing salary schedules that
329 provide for annual progression of employees' salaries from one step on
330 a salary schedule to another and any obligations regarding the
331 maintenance of health care benefits. In assessing the financial capability
332 of the town or towns, there shall be an irrebuttable presumption that a
333 budget reserve of five per cent or less is not available for payment of the
334 cost of any item subject to arbitration under this chapter. The [arbitrators
335 or the single] arbitrator shall further consider, in light of such financial
336 capability, the following factors: (A) The negotiations between the
337 parties prior to arbitration, including the offers and the range of
338 discussion of the issues; (B) the interests and welfare of the employee
339 group, including the maintenance of health care benefits; (C) changes in
340 the cost of living averaged over the preceding three years; (D) the
341 existing conditions of employment of the employee group and those of
342 similar groups; and (E) the salaries, fringe benefits, and other conditions
343 of employment prevailing in the state labor market, including the terms
344 of recent contract settlements or awards in collective bargaining for
345 other municipal employee organizations and developments in private
346 sector wages and benefits. The parties shall submit to the [arbitrators or
347 the single] arbitrator their respective positions on each individual issue
348 in dispute between them in the form of a last best offer. The [arbitrators
349 or the single] arbitrator shall resolve separately each individual
350 disputed issue by accepting the last best offer thereon of either of the
351 parties, and shall incorporate in a decision each such accepted

352 individual last best offer and an explanation of how the total cost of all
353 offers accepted was considered. The award of the [arbitrators or the
354 single] arbitrator shall not be subject to rejection by referendum. The
355 parties shall [each pay the fee of the arbitrator selected by or for them
356 and] share equally the fee of the [third arbitrator or the single] arbitrator
357 and all other costs incidental to the arbitration.

358 (5) The commissioner shall assist the [arbitration panel or the single]
359 arbitrator as may be required in the course of arbitration pursuant to
360 this section.

361 (6) If the day for filing any document required pursuant to this
362 section falls on Saturday, Sunday or a holiday, the time for such filing
363 shall be extended to the next business day thereafter.

364 (7) The award of the [arbitrators or single] arbitrator may be rejected
365 by the legislative body of the local school district or, in the case of a
366 regional school district, by the legislative bodies of the participating
367 towns. Such rejection shall be by a two-thirds majority vote of the
368 members of such legislative body or, in the case of a regional school
369 district, the legislative body of each participating town, present at a
370 regular or special meeting called and convened for such purpose within
371 twenty-five days of the receipt of the award. If the legislative body or
372 legislative bodies, as appropriate, reject any such award, they shall
373 notify, within ten days after the vote to reject, the commissioner and the
374 exclusive representative for the teachers' or administrators' unit of such
375 vote and submit to them a written explanation of the reasons for the
376 vote. Within ten days after receipt of such notice, the exclusive
377 representative of the teachers' or administrators' unit shall prepare, and
378 the board of education may prepare, a written response to such rejection
379 and shall submit it to such legislative body or legislative bodies, as
380 appropriate, and the commissioner. Within ten days after the
381 commissioner has been notified of the vote to reject, (A) the
382 commissioner shall select a review panel of three arbitrators or, if the
383 parties agree, a single arbitrator, who are residents of Connecticut and
384 labor relations arbitrators approved by the American Arbitration

385 Association and not members of the panel who issued the rejected
386 award, and (B) such arbitrators or single arbitrator shall review the
387 decision on each rejected issue. The review conducted pursuant to this
388 subdivision shall be limited to the record and briefs of the hearing
389 pursuant to subdivision (2) of this subsection, the written explanation of
390 the reasons for the vote and a written response by either party. In
391 conducting such review, the arbitrators or single arbitrator shall be
392 limited to consideration of the criteria set forth in subdivision (4) of this
393 subsection. Such review shall be completed within twenty days of the
394 appointment of the arbitrators or single arbitrator. The arbitrators or
395 single arbitrator shall accept the last best offer of either of the parties.
396 Within five days after the completion of such review, the arbitrators or
397 single arbitrator shall render a final and binding award with respect to
398 each rejected issue. The decision of the arbitrators or single arbitrator
399 shall be in writing and shall include the specific reasons and standards
400 used by each arbitrator in making his decision on each issue. The
401 decision shall be filed with the parties. The reasonable costs of the
402 arbitrators or single arbitrator and the cost of the transcript shall be paid
403 by the legislative body or legislative bodies, as appropriate. Where the
404 legislative body of the school district is the town meeting, the board of
405 selectmen shall have all of the authority and responsibilities required of
406 and granted to the legislative body under this subdivision.

407 (8) The decision of the arbitrators or a single arbitrator shall be subject
408 to judicial review upon the filing by a party to the arbitration, within
409 thirty days following receipt of a final decision pursuant to subdivision
410 (4) or (7), as appropriate, of a motion to vacate or modify such decision
411 in the superior court for the judicial district wherein the school district
412 involved is located. The superior court, after hearing, may vacate or
413 modify the decision if substantial rights of a party have been prejudiced
414 because such decision is: (A) In violation of constitutional or statutory
415 provisions; (B) in excess of the statutory authority of the panel; (C) made
416 upon unlawful procedure; (D) affected by other error of law; (E) clearly
417 erroneous in view of the reliable, probative and substantial evidence on
418 the whole record; or (F) arbitrary or capricious or characterized by abuse

419 of discretion or clearly unwarranted exercise of discretion. In any action
420 brought pursuant to this subdivision to vacate or modify the decision of
421 the arbitrators or single arbitrator, reasonable attorney's fees, costs and
422 legal interest on salary withheld as the result of an appeal of said
423 decision may be awarded in accordance with the following: Where the
424 board of education moves to vacate or modify the decision and the
425 decision is not vacated or modified, the court may award to the
426 organization which is the exclusive representative reasonable attorney's
427 fees, costs and legal interest on salary withheld as the result of an appeal;
428 or, where the organization which is the exclusive representative moves
429 to vacate or modify the decision and the decision is not vacated or
430 modified, the court may award to the board of education reasonable
431 attorney's fees, costs and legal interest on salary withheld as the result
432 of an appeal.

433 [(d)] (c) The commissioner and the arbitrators or single arbitrator
434 shall have the same powers and duties as the board under section 31-
435 108 for the purposes of mediation or arbitration pursuant to this section,
436 and subsection (c) of section 10-153d, and all provisions in section 31-
437 108 with respect to procedure, jurisdiction of the Superior Court,
438 witnesses and penalties shall apply.

439 [(e)] (d) The local or regional board of education and the organization
440 designated or elected as the exclusive representative for the appropriate
441 unit, through designated officials or their representatives, which are
442 parties to a collective bargaining agreement, and which, for the purpose
443 of negotiating with respect to salaries, hours and other conditions of
444 employment, mutually agree to negotiate during the term of the
445 agreement or are ordered to negotiate said agreement by a body of
446 competent jurisdiction, shall notify the commissioner of the date upon
447 which negotiations commenced within five days after said
448 commencement. If the parties are unable to reach settlement twenty-five
449 days after the date of the commencement of negotiations, the parties
450 shall notify the commissioner of the name of a mutually selected
451 mediator and shall conduct mediation pursuant to the provisions of
452 subsection [(b)] (a) of this section, notwithstanding the mediation time

453 schedule of subsection [(b)] (a) of this section. On the fourth day next
454 following the end of the mediation session or on the fiftieth day
455 following the date of the commencement of negotiations, whichever is
456 sooner, if no settlement is reached the parties shall commence
457 arbitration pursuant to the provisions of subsections [(a),] (b) and (c)
458 [and (d)] of this section, notwithstanding the reference to the budget
459 submission date.

460 [(f) The State Board of Education shall adopt regulations pursuant to
461 chapter 54 concerning the method by which names of persons who are
462 impartial representatives of the interests of the public in general are
463 placed on lists submitted by the State Board of Education to the
464 Governor for appointment to the arbitration panel established pursuant
465 to subsection (a) of this section. Such regulations shall include, but not
466 be limited to (1) a description of the composition of the group which
467 screens persons applying to be such impartial representatives, which
468 group shall include representatives of local legislative and fiscal
469 authorities and local and regional boards of education and exclusive
470 bargaining representatives of certified employees, (2) application
471 requirements and procedures and (3) the selection criteria and process,
472 including an evaluation of an applicant's experience in arbitration. Such
473 regulations shall provide for a training program for applicants who lack
474 experience in arbitration but who are otherwise qualified and shall
475 describe the criteria for participation in the training program.]

476 Sec. 9. Subsection (e) of section 10-153e of the general statutes is
477 repealed and the following is substituted in lieu thereof (*Effective July 1,*
478 *2023*):

479 (e) Whenever a board of education or employees' representative
480 organization has reason to believe that a prohibited practice, as defined
481 in subsection (b) or (c) of this section, has been or is being committed, or
482 whenever a certified employee believes a breach of the duty of fair
483 representation under subdivision (3) of subsection (c) of this section has
484 occurred or is occurring, such board of education, representative
485 organization or certified employee shall file a written complaint with

486 the State Board of Labor Relations and shall mail a copy of such
487 complaint to the party that is the subject of the complaint. Upon receipt
488 of a properly filed complaint said board shall refer such complaint to
489 the agent who shall, after investigation and within ninety days after the
490 date of such referral, either (1) make a report to said board
491 recommending dismissal of the complaint or (2) issue a written
492 complaint charging prohibited practices. If no such report is made and
493 no such written complaint is issued, the Board of Labor Relations in its
494 discretion may proceed to a hearing upon the party's original complaint
495 of the violation of this chapter which shall in such case be treated for the
496 purpose of this section as a complaint issued by the agent. Upon
497 receiving a report from the agent recommending dismissal of a
498 complaint, said Board of Labor Relations may issue an order dismissing
499 the complaint or may order a further investigation or a hearing thereon.
500 Upon receiving a complaint issued by the agent, the Board of Labor
501 Relations shall set a time and place for the hearing. If the alleged
502 prohibited practice or breach of duty is ongoing, the board may issue
503 and cause to be served on the party committing the act or practice an
504 order requiring such party to cease and desist from such act or practice
505 until the board has made its determination. Any such complaint may be
506 amended with the permission of said board. The party so complained
507 of shall have the right to file an answer to the original or amended
508 complaint within five days after the service of such complaint or within
509 such other time as said board may limit. Such party shall have the right
510 to appear in person or otherwise to defend against such complaint. In
511 the discretion of said board any person may be allowed to intervene in
512 such proceeding. In any hearing said board shall not be bound by
513 technical rules of evidence prevailing in the courts. A stenographic or
514 electronic record of the testimony shall be taken at all hearings of the
515 Board of Labor Relations and a transcript thereof shall be filed with said
516 board upon its request. Said board shall have the power to order the
517 taking of further testimony and further argument. If, upon all the
518 testimony, said board determines that the party complained of has
519 engaged in or is engaging in any prohibited practice, it shall state its
520 finding of fact and shall issue and cause to be served on such party an

521 order requiring it to cease and desist from such prohibited practice, and
522 shall take such further affirmative action as will effectuate the policies
523 of subsections (b) to (d), inclusive, of this section. Such order may
524 further require such party to make reports from time to time showing
525 the extent to which the order has been complied with. If upon all the
526 testimony the Board of Labor Relations is of the opinion that the party
527 named in the complaint has not engaged in or is not engaging in any
528 such prohibited practice, then said board shall make its finding of fact
529 and shall issue an order dismissing the complaint. Until a transcript of
530 the record in a case has been filed in the Superior Court, as provided in
531 subsection (g) of this section, said board may at any time, upon notice,
532 modify or set aside in whole or in part any finding or order made or
533 issued by it. Proceedings before said board shall be held with all possible
534 expedition. Any party who wishes to have a transcript of the
535 proceedings before the Board of Labor Relations shall apply therefor.
536 The parties may agree on the sharing of the costs of the transcript but,
537 in the absence of such agreement, the costs shall be paid by the
538 requesting party.

539 Sec. 10. Section 10-15c of the general statutes is repealed and the
540 following is substituted in lieu thereof (*Effective July 1, 2024*):

541 (a) The public schools shall be open to all children five years of age
542 and over who reach age five on or before the first day of [January]
543 September of any school year, and each such child shall have, and shall
544 be so advised by the appropriate school authorities, an equal
545 opportunity to participate in the activities, programs and courses of
546 study offered in such public schools, at such time as the child becomes
547 eligible to participate in such activities, programs and courses of study,
548 without discrimination on account of race, as defined in section 46a-51,
549 color, sex, gender identity or expression, religion, national origin, sexual
550 orientation or disability; provided boards of education may, by vote at
551 a meeting duly called, admit to any school children under five years of
552 age.

553 (b) Nothing in subsection (a) of this section shall be deemed to amend

554 other provisions of the general statutes with respect to curricula,
555 facilities or extracurricular activities.

556 Sec. 11. (NEW) (*Effective July 1, 2023*) (a) As used in this section:

557 (1) "Free play" means unstructured, voluntary, child-initiated
558 activities that are performed by a child for self-amusement and have
559 behavioral, social and psychomotor rewards, except "free play" may be
560 structured to promote activities that are child-directed, joyful and
561 spontaneous.

562 (2) "Guided play" means learning experiences that combine the child-
563 directed nature of free play with a focus on learning outcomes and adult
564 guidance.

565 (3) "Play-based learning" means a pedagogical approach that
566 emphasizes play in promoting learning and includes developmentally
567 appropriate strategies that can be integrated with existing academic
568 standards. "Play-based learning" does not mean time spent in recess or
569 as part of a physical education course or instruction.

570 (4) "Recess" means the time during the regular school day for each
571 student enrolled in elementary school that is devoted to physical
572 exercise of not less than twenty minutes in total pursuant to section 10-
573 221o of the general statutes.

574 (5) "Mobile electronic device" has the same meaning as provided in
575 section 10-222d of the general statutes.

576 (6) "Instructional time" means the time of actual school work during
577 a regular school day.

578 (b) Each local and regional board of education shall provide for play-
579 based learning during the instructional time of each regular school day
580 for all students in kindergarten and any preschool program offered by
581 the board. Such play-based learning shall (1) be incorporated and
582 integrated into daily practice, (2) comprise a substantial portion of the
583 regular school day, (3) allow for the needs of such students to be met

584 through free play, guided play and games, and (4) be predominantly
585 free of the use mobile electronic devices.

586 (c) Each local and regional board of education shall permit a teacher
587 to utilize play-based learning during the instructional time of a regular
588 school day for all students in grades one to five, inclusive. Such play-
589 based learning (1) may be incorporated and integrated into daily
590 practice, (2) shall allow for the needs of such students to be met through
591 free play, guided play and games, and (3) shall be predominantly free
592 of the use mobile electronic devices.

593 (d) Any play-based learning utilized under this section shall comply
594 with the individualized education program or plan pursuant to Section
595 504 of the Rehabilitation Act of 1973, as amended from time to time, for
596 any student.

597 (e) A school employee may only prevent or otherwise restrict a
598 student's participation in play-based learning if such prevention or
599 restriction is in accordance with the policy developed by the local or
600 regional board of education pursuant to section 10-221o.

601 Sec. 12. Subsection (a) of section 10-148a of the general statutes is
602 repealed and the following is substituted in lieu thereof (*Effective July 1,*
603 *2023*):

604 (a) For the school year commencing July 1, 2021, and each school year
605 thereafter, each certified employee shall participate in a program of
606 professional development. Each local and regional board of education
607 shall make available, annually, at no cost to its certified employees, a
608 program of professional development that is not fewer than eighteen
609 hours in length, of which a preponderance is in a small group or
610 individual instructional setting. Such program of professional
611 development shall (1) be a comprehensive, sustained and intensive
612 approach to improving teacher and administrator effectiveness in
613 increasing student knowledge achievement, (2) focus on refining and
614 improving various effective teaching methods that are shared between
615 and among educators, including play-based learning, as defined in

616 section 11 of this act, (3) foster collective responsibility for improved
617 student performance, (4) be comprised of professional learning that (A)
618 is aligned with rigorous state student academic achievement standards,
619 (B) is conducted among educators at the school and facilitated by
620 principals, coaches, mentors, distinguished educators, as described in
621 section 10-145s, or other appropriate teachers, (C) occurs frequently on
622 an individual basis or among groups of teachers in a job-embedded
623 process of continuous improvement, [and] (D) includes a repository of
624 best practices for teaching methods developed by educators within each
625 school that is continuously available to such educators for comment and
626 updating, and (E) for principals and vice principals, includes training
627 on the management of school personnel and methods for engaging
628 school personnel with the goals of the school, and (5) include training in
629 culturally responsive pedagogy and practice. Each program of
630 professional development shall include professional development
631 activities in accordance with the provisions of subsection (b) of this
632 section. The principles and practices of social-emotional learning and
633 restorative practices shall be integrated throughout the components of
634 such program of professional development described in subdivisions (1)
635 to (5), inclusive, of this subsection.

636 Sec. 13. (NEW) (*Effective July 1, 2023*) Each professional employee
637 certified by the State Board of Education and employed by a local or
638 regional board of education of any town or regional school district to
639 work directly with children shall have a guaranteed uninterrupted
640 duty-free period for lesson preparation that shall be scheduled as a
641 single period of consecutive minutes that is the greater of thirty minutes
642 or the duration prescribed in the collective bargaining agreement
643 negotiated by the organization designated or elected as the exclusive
644 bargaining representative for such professional employee.

645 Sec. 14. (NEW) (*Effective July 1, 2023*) Not later than January 1, 2024,
646 the Department of Education shall develop an exit survey to be used by
647 local and regional boards of education when a teacher employed by
648 such board voluntarily ceases employment with such board. Such exit
649 survey shall include questions relating to the reason why such teacher

650 is ceasing employment, if such teacher is leaving the teaching
651 profession, the demographics of such teacher and the subject areas in
652 which such teacher taught. The department shall annually receive the
653 exit surveys, submitted as part of the strategic school profile report
654 pursuant to section 10-220 of the general statutes, as amended by this
655 act, include the information contained in such exit surveys in the public
656 school information system, in accordance with section 10-10a of the
657 general statutes, as amended by this act, and analyze the responses for
658 purposes of understanding and improving teacher attrition in the state.

659 Sec. 15. Subsection (c) of section 10-220 of the general statutes is
660 repealed and the following is substituted in lieu thereof (*Effective July 1,*
661 *2023*):

662 (c) Annually, each local and regional board of education shall submit
663 to the Commissioner of Education a strategic school profile report for
664 each school and school or program of alternative education, as defined
665 in section 10-74j, under its jurisdiction and for the school district as a
666 whole. The superintendent of each local and regional school district
667 shall present the profile report at the next regularly scheduled public
668 meeting of the board of education after each November first. The profile
669 report shall provide information on measures of (1) student needs,
670 including, but not limited to, a needs assessment that identifies
671 resources necessary to address student trauma impacting students and
672 staff in each school and adequately respond to students with mental,
673 emotional or behavioral health needs, (2) school resources, including
674 technological resources and utilization of such resources and
675 infrastructure, (3) student and school performance, including in-school
676 suspensions, out-of-school suspensions and expulsions, the number of
677 truants, as defined in section 10-198a, and chronically absent children,
678 as defined in section 10-198c, (4) the number of students enrolled in an
679 adult high school credit diploma program, pursuant to section 10-69,
680 operated by a local or regional board of education or a regional
681 educational service center, (5) equitable allocation of resources among
682 its schools, (6) reduction of racial, ethnic and economic isolation, (7)
683 special education, [and] (8) school-based arrests, as defined in section

684 10-233n, and (9) teacher attrition rates, including the results of the exit
685 survey developed pursuant to section 14 of this act. For purposes of this
686 subsection, measures of special education include (A) special education
687 identification rates by disability, (B) rates at which special education
688 students are exempted from mastery testing pursuant to section 10-14q,
689 (C) expenditures for special education, including such expenditures as
690 a percentage of total expenditures, (D) achievement data for special
691 education students, (E) rates at which students identified as requiring
692 special education are no longer identified as requiring special education,
693 (F) the availability of supplemental educational services for students
694 lacking basic educational skills, (G) the amount of special education
695 student instructional time with nondisabled peers, (H) the number of
696 students placed out-of-district, and (I) the actions taken by the school
697 district to improve special education programs, as indicated by analyses
698 of the local data provided in subparagraphs (A) to (H), inclusive, of this
699 subdivision. The superintendent shall include in the narrative portion
700 of the report information about parental involvement and any measures
701 the district has taken to improve parental involvement, including, but
702 not limited to, employment of methods to engage parents in the
703 planning and improvement of school programs and methods to increase
704 support to parents working at home with their children on learning
705 activities. For purposes of this subsection, measures of truancy include
706 the type of data that is required to be collected by the Department of
707 Education regarding attendance and unexcused absences in order for
708 the department to comply with federal reporting requirements and the
709 actions taken by the local or regional board of education to reduce
710 truancy in the school district. Such truancy data shall be considered a
711 public record, as defined in section 1-200.

712 Sec. 16. Subdivision (1) of subsection (c) of section 10-10a of the
713 general statutes is repealed and the following is substituted in lieu
714 thereof (*Effective July 1, 2023*):

715 (1) Track and report data relating to student, teacher and school and
716 district performance growth and make such information available to
717 local and regional boards of education for use in evaluating educational

718 performance and growth of teachers and students enrolled in public
719 schools in the state. Such information shall be collected or calculated
720 based on information received from local and regional boards of
721 education and other relevant sources. Such information shall include,
722 but not be limited to:

723 (A) In addition to performance on state-wide mastery examinations
724 pursuant to subsection (b) of this section, data relating to students shall
725 include, but not be limited to, (i) the primary language spoken at the
726 home of a student, (ii) student transcripts, (iii) student attendance and
727 student mobility, (iv) reliable, valid assessments of a student's readiness
728 to enter public school at the kindergarten level, and (v) data collected, if
729 any, from the preschool experience survey, described in section 10-515;

730 (B) Data relating to teachers shall include, but not be limited to, (i)
731 teacher credentials, such as master's degrees, teacher preparation
732 programs completed and certification levels and endorsement areas, (ii)
733 teacher assessments, such as whether a teacher is deemed highly
734 qualified pursuant to the No Child Left Behind Act, P.L. 107-110, or
735 deemed to meet such other designations as may be established by
736 federal law or regulations for the purposes of tracking the equitable
737 distribution of instructional staff, (iii) the presence of substitute teachers
738 in a teacher's classroom, (iv) class size, (v) numbers relating to
739 absenteeism in a teacher's classroom, [and] (vi) the presence of a
740 teacher's aide, and (vii) information contained in the exit survey
741 developed pursuant to section 14 of this act. The department shall assign
742 a unique teacher identifier to each teacher prior to collecting such data
743 in the public school information system;

744 (C) Data relating to schools and districts shall include, but not be
745 limited to, (i) school population, (ii) annual student graduation rates,
746 (iii) annual teacher retention rates, (iv) school disciplinary records, such
747 as data relating to suspensions, expulsions and other disciplinary
748 actions, (v) the percentage of students whose primary language is not
749 English, (vi) the number of and professional credentials of support
750 personnel, (vii) information relating to instructional technology, such as

751 access to computers, and (viii) disaggregated measures of school-based
752 arrests pursuant to section 10-233n.

753 Sec. 17. Section 10-1 of the general statutes is repealed and the
754 following is substituted in lieu thereof (*Effective July 1, 2023*):

755 (a) (1) Prior to July 1, 1998, the State Board of Education shall consist
756 of nine members. On and after July 1, 1998, but prior to July 1, 2010, the
757 State Board of Education shall consist of eleven members, two of whom
758 shall be nonvoting student members.

759 (2) On and after July 1, 2010, but prior to April 1, 2011, the State Board
760 of Education shall consist of thirteen members, at least two of whom
761 shall have experience in manufacturing or a trade offered at the regional
762 vocational-technical schools or be alumni of or have served as educators
763 at a regional vocational-technical school and two of whom shall be
764 nonvoting student members. Only those members with experience in
765 manufacturing or a trade offered at the regional vocational-technical
766 schools or are alumni of or have served as educators at a regional
767 vocational-technical school shall be eligible to serve as the chairperson
768 for the regional vocational-technical school subcommittee of the board.

769 (3) On and after April 1, 2011, but prior to July 1, 2012, the State Board
770 of Education shall consist of thirteen members, (A) at least two of whom
771 shall have experience in manufacturing or a trade offered at the regional
772 vocational-technical schools or be alumni of or have served as educators
773 at a regional vocational-technical school, (B) at least one of whom shall
774 have experience in agriculture or be an alumni of or have served as an
775 educator at a regional agricultural science and technology education
776 center, and (C) two of whom shall be nonvoting student members. Only
777 those members described in subparagraph (A) of this subdivision shall
778 be eligible to serve as the chairperson for the regional vocational-
779 technical school subcommittee of the board.

780 (4) On and after July 1, 2012, but prior to July 1, 2023, the State Board
781 of Education shall consist of fourteen members, (A) at least two of whom
782 shall have experience in manufacturing or a trade offered at the

783 technical education and career schools or be alumni of or have served as
784 educators at a technical education and career school, (B) at least one of
785 whom shall have experience in agriculture or be an alumni of or have
786 served as an educator at a regional agricultural science and technology
787 education center, and (C) two of whom shall be nonvoting student
788 members.

789 (5) On and after July 1, 2023, the State Board of Education shall consist
790 of sixteen members, (A) at least two of whom shall have experience in
791 manufacturing or a trade offered at the technical education and career
792 schools or be alumni of or have served as educators at a technical
793 education and career school, (B) at least one of whom shall have
794 experience in agriculture or be an alumni of or have served as an
795 educator at a regional agricultural science and technology education
796 center, (C) two of whom shall be nonvoting student members, and (D)
797 two of whom shall be nonvoting teacher members, one of whom is the
798 Teacher of the Year for the prior year and one of whom is the current
799 Teacher of the Year.

800 (b) The Governor shall appoint, with the advice and consent of the
801 General Assembly, the members of said board, provided each student
802 member (1) is on the list submitted to the Governor pursuant to section
803 10-2a, (2) is enrolled in a public high school in the state, (3) has
804 completed eleventh grade prior to the commencement of his term, (4)
805 has at least a B plus average, and (5) provides at least three references
806 from teachers in the school the student member is attending. The
807 nonstudent members shall serve for terms of four years commencing on
808 March first in the year of their appointment. The student members shall
809 serve for terms of one year commencing on July first in the year of their
810 appointment. The teacher members shall serve for terms of two years
811 commencing on the date such teacher is named Teacher of the Year,
812 except the teacher who is the Teacher of the Year for 2022 shall serve a
813 term of one year that expires upon awarding of the Teacher of the Year
814 for 2024. The president of the Connecticut State Colleges and
815 Universities, the chairperson of the Technical Education and Career
816 System board and the Chief Workforce Officer shall serve as ex-officio

817 members without a vote. Any vacancy in said State Board of Education
818 shall be filled in the manner provided in section 4-19.

819 Sec. 18. (NEW) (*Effective July 1, 2023*) (a) On and after July 1, 2023, the
820 Commissioner of Education shall establish a Teacher Advisory
821 Committee consisting of members selected by the commissioner in
822 accordance with the provisions of subsection (b) of this section. The
823 committee shall provide advice on improving elementary and
824 secondary education in the state, including policy processes and
825 guidance on the implementation of policies relating to teaching and
826 education in the state. The committee shall hold quarterly meetings,
827 provided at least two such meetings during the year are held in person,
828 and advise the commissioner on teacher recruitment, special education,
829 testing and assessment, equitable distribution of teachers, diversity of
830 the teaching workforce, school safety and security, social and emotional
831 learning and other relevant issues relating to teachers and education.

832 (b) (1) The committee shall consist of at least ten members, (A) at least
833 fifty per cent of whom shall be persons who were awarded Teacher of
834 the Year or were finalists or semifinalists for Teacher of the Year, and
835 (B) up to fifty per cent of whom shall be certified teachers who are
836 employed by a local or regional board of education and demonstrate an
837 understanding of education policy, practice and advocacy.

838 (2) The commissioner shall solicit applications from certified teachers
839 for membership on the committee. The commissioner shall select
840 members of the committee based on desired areas of teacher expertise
841 and to reflect the demographic diversity of the teaching and student
842 population in the state, including, but not limited to, geographic, subject
843 area and grade level, racial, ethnic, special education or disability, sex,
844 sexual orientation and gender identity or expression.

845 (c) The committee shall report, annually, in accordance with the
846 provisions of section 11-4a of the general statutes, on the
847 recommendations given to the commissioner, pursuant to subsection (a)
848 of this section, to the joint standing committee of the General Assembly

849 having cognizance of matters relating to education.

850 Sec. 19. (*Effective from passage*) (a) There is established a task force to
851 study the financing of the teachers' retirement system, established
852 pursuant to section 10-183c of the general statutes. The task force shall
853 (1) analyze the implications for resource equity of having the state fully
854 fund the normal cost of teacher pensions, (2) consider the extent that
855 municipalities can contribute toward such normal cost, (3) recommend
856 criteria for exempting certain municipalities from contributing to such
857 normal cost, and (4) recommend ways in which resources may be
858 allocated to increase equity and sustainability.

859 (b) The task force shall consist of the following members:

860 (1) One appointed by the speaker of the House of Representatives
861 who shall be a representative of the Connecticut Association of School
862 Business Officials;

863 (2) One appointed by the president pro tempore of the Senate who
864 shall be a representative of the Connecticut Conference of
865 Municipalities;

866 (3) One appointed by the majority leader of the House of
867 Representatives who shall be a representative from the Connecticut
868 Education Association;

869 (4) One appointed by the majority leader of the Senate who shall be a
870 representative from the American Federation of Teachers-Connecticut;

871 (5) One appointed by the minority leader of the House of
872 Representatives who shall be a representative of the Connecticut
873 Association of Public School Superintendents;

874 (6) One appointed by the minority leader of the Senate who shall be
875 a representative of the Connecticut Association of Boards of Education;

876 (7) The Commissioner of Education, or the commissioner's designee;

877 (8) The Governor, or the Governor's designee; and

878 (9) The executive director of the teachers' retirement system, or the
879 executive director's designee.

880 (c) Any member of the task force appointed under subdivision (1),
881 (2), (3), (4), (5) or (6) of subsection (b) of this section may be a member
882 of the General Assembly.

883 (d) All initial appointments to the task force shall be made not later
884 than thirty days after the effective date of this section. Any vacancy shall
885 be filled by the appointing authority.

886 (e) The speaker of the House of Representatives and the president pro
887 tempore of the Senate shall select the chairpersons of the task force from
888 among the members of the task force. Such chairpersons shall schedule
889 the first meeting of the task force, which shall be held not later than sixty
890 days after the effective date of this section.

891 (f) The administrative staff of the joint standing committee of the
892 General Assembly having cognizance of matters relating to
893 appropriations shall serve as administrative staff of the task force.

894 (g) Not later than January 1, 2024, the task force shall submit a report
895 on its findings and recommendations to the joint standing committees
896 of the General Assembly having cognizance of matters relating to
897 appropriations and the budgets of state agencies and education, in
898 accordance with the provisions of section 11-4a of the general statutes.
899 The task force shall terminate on the date that it submits such report or
900 January 1, 2024, whichever is later.

901 Sec. 20. Section 53a-183 of the general statutes is repealed and the
902 following is substituted in lieu thereof (*Effective October 1, 2023*):

903 (a) A person is guilty of harassment in the second degree when with
904 intent to harass, terrorize or alarm another person, and for no legitimate
905 purpose, such person: (1) Communicates with a person by telegraph or
906 mail, electronically transmitting a facsimile through connection with a

907 telephone network, electronic mail or text message or any other
908 electronically sent message, whether by digital media account,
909 messaging program or application, or otherwise by computer, computer
910 service or computer network, as defined in section 53a-250, or any other
911 form of communication, in a manner likely to cause terror, intimidation
912 or alarm; (2) makes a telephone call or engages in any other form of
913 communication, whether or not a conversation ensues, in a manner
914 likely to cause terror, intimidation or alarm; or (3) communicates or
915 shares a photograph, video or words or engages in any other form of
916 communication to a digital, electronic, online or other meeting space, in
917 a manner likely to cause terror, intimidation or alarm.

918 (b) For the purposes of this section, such offense may be deemed to
919 have been committed either at the place where the communication
920 originated or at the place where it was received.

921 (c) The court may order any person convicted under this section to be
922 examined by one or more psychiatrists.

923 (d) Harassment in the second degree is a class C misdemeanor or, if
924 the victim of the offense is an educator, as defined in section 3 of this
925 act, in the regular course of duty, a class B misdemeanor.

926 Sec. 21. Section 53a-62 of the general statutes is repealed and the
927 following is substituted in lieu thereof (*Effective October 1, 2023*):

928 (a) A person is guilty of threatening in the second degree when: (1)
929 By physical threat, such person intentionally places or attempts to place
930 another person in fear of imminent serious physical injury, (2) (A) such
931 person threatens to commit any crime of violence with the intent to
932 terrorize another person, or (B) such person threatens to commit such
933 crime of violence in reckless disregard of the risk of causing such terror,
934 or (3) violates subdivision (1) or (2) of this subsection and the person
935 threatened is (A) in a building or on the grounds of a [(A)] (i) house of
936 religious worship, [(B)] (ii) religiously-affiliated community center, [(C)]
937 (iii) public or nonpublic preschool, school or institution of higher
938 education, or [(D)] (iv) day care center, as defined in section 19a-87g,

939 during operational, preschool, school or instructional hours or when a
940 building or the grounds of such house of worship, community center,
941 preschool, school, institution or day care center are being used for the
942 provision of religious or community services, or house of worship,
943 community center, preschool, school, institution or day care center-
944 sponsored activities, or (B) an educator, as defined in section 3 of this
945 act, in the regular course of duty.

946 (b) For the purposes of this section, "religiously-affiliated community
947 center" has the same meaning as provided in section 53a-61aa.

948 (c) Threatening in the second degree is a class A misdemeanor, except
949 that a violation of subdivision (3) of subsection (a) of this section is a
950 class D felony.

951 Sec. 22. (NEW) (*Effective July 1, 2023*) (a) As used in this section,
952 "educator" means any person employed in a public or private school in
953 the state with instructional responsibility. "Educator" includes certified
954 teachers, paraprofessionals, paraeducators, substitute teachers,
955 principals and superintendents.

956 (b) Not later than January 1, 2024, each local and regional board of
957 education shall adopt a written bill of rights for educators to guarantee
958 that the rights of such educators are adequately safeguarded and
959 protected during the performance of their duties. Such bill of rights shall
960 include, but need not be limited to, the right to (1) work in an
961 environment free from threats or harassment, (2) teach or read to a
962 classroom a book deemed to be pedagogically sound by such educator,
963 (3) participate in after school activities or affiliation clubs, (4) facilitate
964 classroom discussion of lived experiences if such discussion has
965 pedagogical value or is related to the social-emotional well-being of
966 students, and (5) introduce students to emblems, flags, symbols and
967 terminology if such emblems, flags, symbols and terminology have
968 pedagogical value or are related to the social-emotional well-being of
969 students.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2023</i>	New section
Sec. 2	<i>July 1, 2023</i>	New section
Sec. 3	<i>July 1, 2023</i>	10-183g(t)
Sec. 4	<i>from passage</i>	New section
Sec. 5	<i>July 1, 2023</i>	New section
Sec. 6	<i>July 1, 2023</i>	New section
Sec. 7	<i>July 1, 2023</i>	10-151(d)
Sec. 8	<i>July 1, 2023</i>	10-153f
Sec. 9	<i>July 1, 2023</i>	10-153e(e)
Sec. 10	<i>July 1, 2024</i>	10-15c
Sec. 11	<i>July 1, 2023</i>	New section
Sec. 12	<i>July 1, 2023</i>	10-148a(a)
Sec. 13	<i>July 1, 2023</i>	New section
Sec. 14	<i>July 1, 2023</i>	New section
Sec. 15	<i>July 1, 2023</i>	10-220(c)
Sec. 16	<i>July 1, 2023</i>	10-10a(c)(1)
Sec. 17	<i>July 1, 2023</i>	10-1
Sec. 18	<i>July 1, 2023</i>	New section
Sec. 19	<i>from passage</i>	New section
Sec. 20	<i>October 1, 2023</i>	53a-183
Sec. 21	<i>October 1, 2023</i>	53a-62
Sec. 22	<i>July 1, 2023</i>	New section

Statement of Purpose:

To enhance the teaching profession in the state of Connecticut.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]